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NEWS
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WEEK OF NOVEMBER 24, 1975

IN THIS ISSUE:

BLACK NAMED EEO JOB SPECIALIST
WITH U.S. LABOR DEPARTMENT

BLACK WOMEN URGED TO PARTICIPATE
IN DECISION-MAKING PROCESS

DAUGHTER OF LABOR DEPARTMENT
EMPLOYEE IS SCHOLARSHIP WINNER

$1.9 BILLION FOR MANPOWER PROGRAMS
GOES TO 431 STATE, LOCAL UNITS

LABOR DEPARTMENT CHANGES
NAME OF MANPOWER ADMINISTRATION

LAW SCHOOL GRADUATES
FACE TIGHT JOB MARKET

EX-OFFENDERS GOOD BONDING RISKS, STUDY SHOWS;
MORE THAN HALF IN PROGRAM ARE MINORITY GROUP MEMBERS

OSHA PROPOSES AMENDED JOB HEALTH RULE
ON EXPOSURE TO AMMONIA

OSHA PROPOSES LOWER EXPOSURE LIMIT FOR SULFUR DIOXIDE

FOUNDRIES, CASTINGS AND METAL STAMPING
PICKED FOR OSHA EMPHASIS PROGRAM

AREA EMPLOYMENT TRENDS FOR OCTOBER

VIRGINIA KNAUER'S 'DEAR CONSUMER' COLUMN

FILLERS FROM THE U.S. DEPARTMENT OF LABOR

The Local Angle:

REGIONAL INFORMATION OFFICES

The U.S. Department of Labor operates through 10 regional offices located in major cities across the country. If you want a local angle on a news or feature story provided through this service--or have a direct news inquiry--you may contact one of the offices listed below. This listing includes the names, addresses and telephone numbers of the Assistant Regional Directors for Information and the states in their regions:

Region I	Paul F. Neal Room E-308 JFK Federal Bldg. Boston, Mass. 02203 617-223-6767
Connecticut Maine Massachusetts New Hampshire Rhode Island Vermont	
Region II	Edward I. Weintraub Room 3510 1515 Broadway New York, N.Y. 10036 212-971-5477
New Jersey New York Puerto Rico Virgin Islands	
Region III	John P. Hord 14280 Gateway Bldg. 3535 Market St. Philadelphia, Pa. 19104 215-596-1139
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Alabama Florida Georgia Mississippi North Carolina South Carolina Tennessee Kentucky	
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Illinois Indiana Michigan Minnesota Ohio Wisconsin	
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Iowa Kansas Missouri Nebraska	
Region VIII	Ernest E. Sanchez Room 17010 Federal Bldg. 1961 Stout St. Denver, Co. 80202 303-837-4234
Colorado Montana North Dakota South Dakota Utah Wyoming	
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Arizona California Hawaii Nevada	
Region X	Ernest Hood Federal Office Bldg.,Rm. 7018 909 First Ave. Seattle, Washington 98174 206-442-7620
Alaska Idaho Oregon Washington	

Week of November 24, 1975

BLACK NAMED EEO JOB SPECIALIST
WITH U.S. LABOR DEPARTMENT

DENVER -- Millard F. Neal has been named an equal opportunity specialist (employment) for the U.S. Labor Department's Office of Federal Contract Compliance Programs (OFCCP) here.

Jay F. Sauls, associate assistant regional director for OFCCP, announced that Neal will be an EEO specialist in affirmative action programs dealing with minorities and women in the service, supply and construction industries.

Neal, who is black, is a native of Clearwater, Fla.

From July 1973, until his current appointment, he was an EEO specialist for the U.S. Department of Interior in Denver.

From 1971 to 1973 Neal attended Iliff School of Theology, Denver, where he received a Master of Divinity Degree with a major in ethics. Prior to that, he was supervisory education specialist since 1967, responsible for Navy training materials in electronics, weapons and computers with the U.S. Department of Defense in Washington, D.C. He also held the position of equal opportunity specialist. He had worked at the Defense Department since 1958 as education specialist to the Training Publications Division of the department and wrote training materials, including eight books, for Navy use.

Neal began government employment in 1951 with the Department of Commerce in Washington. He served four years in the U.S. Air Force. After discharge, he was employed by the Air Force as an instructor in guided missiles at Lowry Air Force Base, Denver, and later as microwave multiplex instructor at Fort Monmouth, N.J.

Neal attended Bethune-Cookman College, Daytona Beach, Fla., receiving a B.S. in education in May 1950. He is a member of Omega Psi Fraternity.

# # #

Week of November 24, 1975

BLACK WOMEN URGED TO PARTICIPATE
IN DECISION-MAKING PROCESS

WASHINGTON -- Carmen R. Maymi, director of the Labor Department's Women's Bureau, has urged black women to assert their rights to participate in the decision-making process of those systems and institutions traditionally dominated by men.

Addressing the national convention of the National Conference of Negro Women here, she praised the council for its leadership and efforts in solving many pressing problems faced by black people.

"We must combine our forces and work together to achieve the goals of equality which all women share," she told her audience.

She pointed out that as minorities began to make advances through the civil rights movements, women's progress was much slower than for men and women were still the most disadvantaged.

"That is why," Maymi said, "we must now assert our right to participate in the decision-making process of those systems and institutions that traditionally have been dominated by men and join with other women to improve our status and reach our common goals."

Noting that minority workers have experienced greater difficulties than whites during the current recession, she said that the long-range picture was much better.

Maymi said there was a rise in the proportion of minority women employed in professional, technical and clerical jobs between 1960 and 1974, while the proportion of household workers decreased.

In 1960, the median wage of minority women working in full-time year round jobs was $2,372. In 1973, it was $5,772, she added.

Pointing to the progress made by minority women, she told her audience that "minority women, given the necessary education and experience, can compete for better jobs and policy-making positions with every expectation of success.

(MORE)

"We should focus our efforts now on developing that potential and on opening still more opportunities to minority women," she added.

Noting that studies have shown that there is really not much difference in the ability of men and women to perform most jobs, just as there is no difference in ability because of race or ethnic background, she said that we are just beginning to overcome these imagined differences.

Maymi called for continuing vigilance to ensure complete elimination of discrimination because of race, religion, ethnic background or sex in the workplace and in the educational system.

She urged her audience to join hands with other groups "to move forward together to meet the challenges which the future holds for women."

"Unless we meet those challenges now, unless we plan carefully for the future, International Women's Year will lose much of its meaning, and its goals of equality, development, and peace will remain beyond our grasp.

"This is the year for unity of purpose and unity of action," she concluded.

# # #

DAUGHTER OF LABOR DEPARTMENT
EMPLOYEE IS SCHOLARSHIP WINNER

WASHINGTON -- Karen E. Winstead, the daughter of Mrs. Lillian Winstead, an employee of the U.S. Labor Department, has been awarded a $500.00 scholarship from Optimist International.

Karen, 15, a student at Notre Dame Academy here, is black. She was first place winner in the Capital-Virginia District Optimist International Oratorical Contest, in which she delivered a four minute speech on the theme "Give Me Your Hand".

The scholarship was officially presented to Karen by the governor of the Capital-Virginia District Optimist International, Thomas J. Madigan.

An honor student, Karen plans to use the scholarship to pursue a career in medicine.

Mrs. Winstead is administrative assistant to Solicitor of Labor William J. Kilberg.

# # #

Week of November 24, 1975

$1.9 BILLION FOR MANPOWER PROGRAMS
GOES TO 431 STATE, LOCAL UNITS

WASHINGTON -- A total of 431 state, county and local governments will receive almost $1.9 billion to operate manpower programs under Title I of the Comprehensive Employment and Training Act (CETA) for the 15-month period that began July 1, 1975.

In announcing the allocation of funds, Secretary of Labor John T. Dunlop said the money was a final adjustment of CETA funds available to the 431 prime sponsors for the period.

Earlier this year, the Labor Department had announced the partial allocation of these funds to enable state and local governments serving as prime sponsors to plan and commence operation of manpower programs.

The money will be used by the prime sponsors to conduct programs of training, work experience, summer youth jobs, job counseling and placement, transitional public service employment, and other manpower services.

The 15 months includes the three-month transitional period covering the change in the start of the federal government's fiscal year from July 1 to Oct. 1, effective in 1976.

During fiscal year 1975, the first year of operation of CETA, the program served more than 1.5 million people across the nation. Three-fourths of them were enrolled in programs funded by Title I.

Nationally under Title I programs, 21 percent of the people served were provided with classroom training, 5 percent with on-the-job training, 25 percent with public service employment, 43 percent with work experience, and the other 6 percent with a variety of services designed to improve their employability.

# # #

LABOR DEPARTMENT CHANGES
NAME OF MANPOWER ADMINISTRATION

WASHINGTON -- It is now the Employment and Training Administration and no longer the Manpower Administration.

Secretary of Labor John T. Dunlop has announced the name change of the 13-year-old Labor Department organization spawned by the old Manpower Development and Training Act of 1962.

"The new name will more accurately portray the activities of this major Labor Department agency. It also removes any reference to gender and, thus, better characterizes the organization which is the Nation's focal point for employment and training programs for all citizens," he said.

Dr. Dunlop said the recommendation for the change of name came from the Manpower Administration itself and its top official, Assistant Secretary of Labor William. H. Kolberg.

For economy purposes, all current stocks of printed paper and materials with the old name will be used until they are exhausted. All new printing and references, public releases, documents, and letters will use the new name.

The Employment and Training Administration (ETA) administers the Comprehensive Employment and Training Act (CETA), which provides funds to 431 state and local governments for job development, training, and public service employment.

It is also responsible for the operation of the nationwide employment security system through which state agencies provide employment services and unemployment insurance benefits. In addition, ETA is responsible for the Work Incentive (WIN) program, apprenticeship promotion, and alien certification. All of these programs provide services to individuals seeking employment assistance, including special programs for veterans, youth and older workers, handicapped, Indians, migrant and seasonal farmworkers, ex-offenders, and welfare recipients.

The Employment and Training Administration currently has the most employees in the Labor Department (3,630) with about 1,400 in the national office and more than 2,200 in the ten regional offices. Its total budget in Fiscal Year 1975 was more than $13.347 billion.

# # #

Week of November 24, 1975

LAW SCHOOL GRADUATES FACE TIGHT JOB MARKET

WASHINGTON -- Today's law school graduates are experiencing difficulty in finding jobs as attorneys, and future job prospects appear no brighter, according to an article in the Fall issue of the Occupational Outlook Quarterly, published by the U.S. Labor Department's Bureau of Labor Statistics.

"Law School Graduates Face Tight Job Market" is one of three articles in the issue dealing with legal careers. The study notes there has been a continuing rise in demand for attorneys. Since the early 1960's, the number of people employed as lawyers has grown by over 100,000, reaching about 342,000 in 1974. An average of more than 20,000 job openings a year are foreseen for lawyers between 1974 and 1985.

The supply of graduates, however, is expected to stay far ahead of demand, according to the author, Steve Ginther, an economist with the Bureau of Labor Statistics.

The number of law school graduates increased almost threefold between 1963 and 1974, with over half of this growth occurring between 1971 and 1974.

The article suggests that law school admission policies have contributed indirectly to the oversupply of lawyers. Many colleges offer prelaw programs, but undergraduate training in almost any discipline is accepted by law schools as proper preparation. As the job market tightened in the physical and biological sciences, many undergraduates chose to enter law school.

Another article in the Fall issue of the Quarterly, "The Uncertain Road to Law School Admittance," gives some practical advice to students determined to start on the road to a law career. The author of the article, Bernard J. Lammers, secretary of the executive committee of the Northeast Association of Pre-Law Advisors, notes that some of the more highly reputed law schools now have 12 to 15 applications for every opening.

In a related article on jobs in the legal field, Alex Kacen, career education consultant with Careers Resource Project, discusses employment possibilities as a legal

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assistant. In "Legal Assistant: New Career in the Making," he concludes that future employment prospects in this field cannot be predicted with certainty. "However, it is highly probable that, as prepaid insurance plans increasingly become the accepted mechanism to serve legally the vast group of middle-income Americans, the required efficiency, economy, and humanization of such services will tend to assure an established job category for legal assistants, as well as their employment."

Other articles in the Fall issue of the Occupational Outlook Quarterly include: "Occupational Earnings: Sources of Information, "How Accurate Are BLS Manpower Projections?" "On the Way: A Standard Occupational Classification System" and "CIS: A New Dimension for Organizing Career Information Resources."

The Occupational Outlook Quarterly is a career guidance magazine published four times during the school year by the Bureau of Labor Statistics. It is available from the Superintendent of Documents, Washington, D.C. 20402. Price is $5.40 for a 1-year subscription or $1.35 an issue. (Make checks or money orders payable to Superintendent of Documents.)

# # #

EX-OFFENDERS GOOD BONDING RISKS, STUDY SHOWS;
MORE THAN HALF IN PROGRAM ARE MINORITY GROUP MEMBERS

WASHINGTON -- Since 1966, there have been fewer than two defaults for every 100 ex-offendrs given fidelity bonds by a special federal bonding program according to a study done for the U.S. Department of Labor.

Over the eight year of the program studied (June 1966 to July 1974) almost all the bondees were men; the majority were under 34 years of age, and slightly more than half were members of minority groups.

The ex-offenders held a variety of jobs, from unskilled blue collar to professional and supervisory positions. The bonded workers were mainly in retail, service, and manufacturing jobs, the study shows.

Begun on a pilot basis in four cities, the bonding program has operated nationwide since 1971. Through June 1975, it has bonded 8,084 persons.

The program contracts with a commercial bonding company to provide fidelity bonds up to $10,000 liability for ex-offenders who need to be bonded in order to hold a job, but who can't get regular coverage because of questionable background or lack of credit references.

To obtain a bond the ex-offender or prospective employer applies at any local office of a state employment service and shows that a valid job offer exists. The program pays for up to 18 months' coverage. The cost has averaged about $150 per employee over the past eight years. About half were bonded for the $10,000 maximum.

During 1975, about 1,200 persons a month were covered, and the program's total potential liability ranged as high as $9.1 million in any one month.

The extremely low default rate has enabled the program to cut in half the cost of bonding--from $1.75 to $.85 per $500 of coverage per year.

Contract Research Corporation, Belmont Mass., conducted the study. Further information may be obtained from the Office of Employment and Training Research, Employment and Training Administration, U.S. Department of Labor, Room 9005, Patrick Henry Building, Washington, D.C. 20213.

# # #

Week of November 24, 1975

OSHA PROPOSES AMENDED JOB HEALTH RULE
ON EXPOSURE TO AMMONIA

WASHINGTON -- The U.S. Department of Labor has proposed an amended job health standard that would revoke current time-weighted average limits and substitute ceiling limits for worker exposure to ammonia.

Officials of the department's Occupational Safety and Health Administration (OSHA) said that since ammonia is an irritant, it is more appropriate to set a maximum exposure limit for a 5-minute period than to average exposures over an eight-hour work day.

The averaging method could permit exposures greater than the proposed ceiling limit of 50 parts of ammonia per million parts of air (ppm).

The proposal also prohibits employee exposure to any amount of liquid ammonia.

Ammonia is one of the most widely used industrial chemicals. Production in 1974 totaled about 15 million metric tons. The greatest use of ammonia is in the fertilizer industry. It also is used in producing other chemicals, as a food additive, in detergents, insecticides, and as a major commercial refrigerant.

Inhalation of ammonia vapor in high concentrations results in acute congestion, irritation of the respiratory system, and even death. Lower level exposures can produce skin, eye and respiratory irritation.

Under the proposal, wherever ammonia is present in workplaces, employers would be required to make an "initial determination" as to whether any employee is exposed to airborne concentrations of ammonia in excess of the 50 ppm ceiling limit.

Positive determinations of airborne concentrations above the ceiling limit would trigger the implementation of a compliance program, including measuring workplace concentrations. Exposure of employees to liquid ammonia by skin or eye contact would trigger a requirement to provide employees with appropriate protective clothing and devices.

(MORE)

The program would require employers to inform employees of exposure levels in excess of the ceiling limit and to employ all feasible engineering controls to reduce exposures. Where engineering controls are not feasible or are inadequate to reduce levels to the 50 ppm limit, work practice control measures would be required. Respirators could be used only where engineering controls and work practice measures do not reduce exposures to the 50 ppm limit.

The proposal also sets requirements for monitoring means and accuracy requirements, for a limited medical surveillance program, for employee information and training programs, and recordkeeping. Employees or their representatives would be allowed to observe workplace monitoring, and be allowed access to records of determinations, exposure measurements, and those medical examination records kept by the employer.

Notice of the proposed amendment will appear in the Federal Register shortly.

Written comments and requests for public hearing on the proposed standard should be submitted (in four copies) within 60 days of publication of the proposal to the OSHA Docket Office, Docket Number H-053, Room N3620, U.S. Department of Labor, 3rd St. and Constitution Ave., NW, Washington, D.C. 20210.

# # #

OSHA PROPOSES LOWERED EXPOSURE LIMIT FOR SULFUR DIOXIDE

WASHINGTON -- The U.S. Department of Labor has proposed a job health rule that would lower current limits for worker exposure to sulfur dioxide and add other requirements.

Officials of the department's Occupational Safety and Health Administration (OSHA) said the proposed standard would:

--reduce the permissible exposure limit to an eight-hour time weighted average of two parts of sulfur dioxide per million parts of air (ppm), based on a 40-hour work week;

--prohibit contact to any degree with liquid sulfur dioxide;

--establish a ceiling limit, measured over any 15-minute period, of 10 ppm;

--establish an "action level" of one-half the time weighted average limit which when exceeded, would trigger such provisions as medical surveillance, and exposure monitoring;

--establish additional requirements such as the determination of employee exposure, use of protective equipment, training, and a program of medical surveillance;

--implement requirements for maintenance of records of employee exposure measurements, employee training, and medical surveillance.

The current OSHA standard sets an exposure limit of five ppm, time-weighted average, with no prescribed ceiling limit.

The proposed standard will appear in the Federal Register shortly.

Written comments and requests for public hearing on the proposal should be submitted (in four copies) within 60 days of publication of the proposal to the OSHA Docket Office, Docket Number H-039, Room N3620, U.S. Department of Labor, 3rd St. and Constitution Ave., NW, Washington, D.C. 20210.

# # #

FOUNDRIES, CASTING AND METAL STAMPING
PICKED FOR OSHA EMPHASIS PROGRAM

WASHINGTON -- The U.S. Department of Labor has announced that iron and steel foundries, and the aluminum, bronze, brass and copper casting and metal stamping industries have been selected for special compliance efforts aimed at reducing job-related deaths, injuries and illnesses.

Officials of the Department's Occupational Safety and Health Administration (OSHA) stated that the national emphasis program, an outgrowth of OSHA's Target Industry Program and its special emphasis program on reducing the toll of trenching and excavation cave-ins, will incorporate a number of significant improvements, the need for which became apparent in working with the earlier programs.

Concentrated OSHA inspection activity in the selected industries will begin in the spring of 1976 and last for at least one year. Before then, however, extensive training programs for OSHA safety inspectors and industrial hygienists are planned to assure their complete familiarity with the industries involved, equipment and processes used, and the hazards normally encountered.

At the same time, OSHA noted, the agency will work closely with states, industry and trade associations, unions, insurance companies and professional groups to develop jointly practical guides, training courses, and simplified informational materials that will assist both employers and employees in identifying and correcting hazards before the period of inspection activity begins.

In coordination with all affected groups, OSHA also will develop a method for on-going and year-end evaluation of the program.

OSHA officials stressed that the national emphasis program is a prototype that will be followed by similar efforts aimed at other high-hazard industries, occupations or health substances. Plans call for the early design of additional programs to overlap the final period of inspection activity in the preceding "emphasis" area. This will

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assure a continuous flow of inspection activity from one area to the next. The national emphasis program approach will be supplemented by a continuing effort to direct OSHA's inspections away from low-hazard to high-hazard situations.

Officials of states with OSHA-approved plans for their own job safety and health programs, key congressional officials and union, industry and trade association executives were briefed on the thrust of the program Nov. 10 and 11, with an additional meeting set for Nov. 13 for professional groups such as the American Industrial Hygiene Association and the American Society of Safety Engineers.

OSHA said the first round of industries were selected on the basis of the severity of the death, injury and illness incidence rates, employee exposure to toxic substances, the existence of stable, enforceable standards, and on industry and geographic concentration. In the industries selected, there are more than 500,000 workers potentially exposed to hazards, concentrated in several key geographic areas of the country.

Hazards involved include electrical shock, scalds, burns and cuts or amputations associated with machinery, sprains, strains and lacerations, and health hazards resulting from exposure to noise and such substances as silica, manganese, chromium, aldehyde, and iron ioxide.

Incidence rates in the industries selected range from 23.2 to 36.0 recordable cases per 100 workers per year, compared with the 1973 national average for all private non-farm industry of 11.0.

# # #

Week of November 24, 1975

AREA EMPLOYMENT TRENDS FOR OCTOBER

WASHINGTON -- The number of major labor areas with "substantial" (six percent or more) unemployment dropped in October for the first time since November 1973 after rising steadily for the past 19 months, the U.S. Labor Department reported.

One area--Harrisburg, Pa.--was removed from the list; it had been classified in the substantial category in April 1975. There are now 134 major labor areas (out of 150) on the substantial list, one less than the 135 reported in September, the most since the present classification system started in May 1955. In October 1974, the number was 52.

The improved situation in Harrisburg was due largely to withdrawals from the labor force of summer job seekers, along with slight payroll increases in local government coinciding with the reopening of school. There were also employment gains reported in retail trade, transportation and public utilities, and printing and publishing.

The unemployment rate for the Harrisburg area was 5.4 percent in August 1975 and 6.0 percent in July.

The October ratings are based on state employment security agencies' preliminary data on employment and unemployment for mid-August, taking into consideration preliminary September data.

"Substantial" unemployment means the area has a jobless rate of six percent or more, discounting seasonal factors, with the rate expected to continue for at least two more months (October and November).

Under Defense Manpower Policy No. 4, firms located in areas classified on the "substantial" unemployment list may be eligible for first preference in bidding on certain federal procurement contracts, providing the firms in the area agree to hire 25 percent of the new hires each month from among the disadvantaged residents of the area.

# # #

Dear Consumer

Mail Orders & You

By Virginia Knauer
Special Assistant to the President
and Director
Office of Consumer Affairs
Department of Health, Education and Welfare

Has this ever happened to you?

You order a product through the mail, send the company the money in advance and then wait—and wait and wait and wait—for the item to arrive.

Sometimes it shows up six weeks late. Sometimes it doesn't arrive at all.

Under a new rule issued by the Federal Trade Commission (FTC), you now have the right not only to be told of any shipment delays but to cancel the order and get your money back if the item doesn't arrive on time. Beginning Feb. 2, 1976—when the new rule takes effect—mail order companies must fill your order within 30 days or offer to refund your money. The rule further requires these firms to notify you if there will be a delay in delivery and to give you a cost-free means—such as a postage-paid post card—to inform the company if you want to cancel your order.

Here's how the new rule works:

- If the mail order firm experiences problems that will result in a shipping delay, the company must notify you—within 30 days after receiving your order—of this fact and give you the option of cancelling the order.
- Once you receive this notification, you can either decide to cancel and have your money refunded or you can take no action. If you don't reply, the company can assume that you have consented to the delay and proceed to fill your order. This applies, however, only for a delay in shipment of another 30 days. For longer periods, you must give the company your consent in writing if you want the order filled.
- If you decide that you want your money back, the company has seven days to make the refund if you have paid by cash, check or money order. If you have charged the purchase, the company will be allowed one billing cycle to credit your account.

FTC's new rule was designed to solve the increasing number of complaints about mail order practices that FTC and my office receive regularly from consumers.

But FTC's rule does have some limitations. For example, it does not cover "services connected with merchandise" such as mail order photo finishing. Also excluded from coverage are magazines and other serial deliveries, seeds and growing plants, and orders made on a collect-on-delivery (C.O.D.) basis.

If you have problems in these areas—as well as general problems about mail orders—Postal Service has set up a special program to handle your complaints. Postal Service is making available nationally a Consumer Service Card that you can get at any post office or through your postman to report your problems with the mail. The card can also be used to request information or make suggestions, so ask for one—and, especially if you have any problems with mail orders, be sure to use it!

WEEK OF NOVEMBER 24, 1975

FILLERS FROM THE U.S. DEPARTMENT OF LABOR

The U.S. Department of Labor's Employment Standards Administration enforces laws and regulations setting employment standards, providing workers' compensation to those injured on their jobs, and requiring federal contractors to provide equal employment opportunity.

# # #

The Employment Standards Administration of the U.S. Department of Labor seeks to upgrade the status of working women, minority group members and handicapped persons.

# # #

The U.S. Department of Labor's Employment Standards Administration enforces laws regulating hours of employment, overtime pay and minimum wages.

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The U.S. Department of Labor's Employment Standards Administration enforces a law limiting the amount of an employee's wages or salary that can be garnished.

# # #

The Employment Standards Administration, part of the U.S. Department of Labor, enforces child labor regulations and the law prohibiting discrimination in hiring and employment because of age.

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